

GC Code of Conduct

Approved by the GC Council on 23 September 2024

Statement of Purpose

The purpose of the Global Campus of Human Rights (hereinafter Global Campus or GC) is to promote a culture of human rights and democratic values by providing teaching, encouraging learning and stimulating research. It also aims at supporting the wellbeing and social needs of all members of its community. It is a community that embraces diversity and requires ethical conduct in all aspects of its operation.

The Global Campus expects all members of its community to show respect to one another in all their interactions. The purpose of this Code of Conduct, which applies specifically to parties involved in activities that take place at or are principally organised by the Global Campus Headquarters (GCHQ), is to establish and maintain a respectful and safe working and learning environment for its community of staff, students, visiting professors and lecturers, guests and external collaborators (hereinafter referred to as stakeholders). The Code aims to achieve an appropriate balance between individual and collective interests, freedoms and responsibilities within a professional and educational setting.

The Code includes six separate sections, respectively addressing:

- 1) Core Values of the Global Campus of Human Rights
- 2) Global Campus Responsibilities towards its Community and Stakeholders
- 3) Interpersonal Responsibilities
- 4) Responsibilities to the Global Campus
- 5) Code Violations and Allegations of Misconduct
- 6) Signature

1. Core Values of the Global Campus of Human Rights

The Global Campus of Human Rights expects from all members of its community a personal commitment and adherence to the values enshrined in international human rights law. These values include:

- Mutual respect as the fundamental basis of all interactions within our community of staff, students, visiting professors and lecturers, guests and external collaborators;
- Team spirit and collaboration;
- Fairness, equity and equal treatment;
- Tolerance and non-discrimination;
- Diversity and inclusion;
- Respect for human dignity, privacy and personal integrity;
- Freedom of expression;
- Transparency in the management of resources and funds;
- Academic honesty and academic freedom;
- Compliance with the law and regulations (national and international).

2. Global Campus Responsibilities towards its Community and Stakeholders

With the aim of promoting and maintaining a respectful and safe working and learning environment, the Global Campus is expected to fulfil its responsibilities towards its community and stakeholders. Staff, students, visiting professors and lecturers, guests and external collaborators are entitled to be treated fairly and with respect by all representatives of the Global Campus. In particular, staff members and faculty responsible for the professional and didactic activities that take place at GCHQ must safeguard the core values of the Global Campus community and commit to pursuing the following objectives:

- To prioritise the safety of all staff and students within the GCHQ workplace and educational environments;
- To foster a supportive working and learning atmosphere that enables staff and students to strive, within the given context, to pursue their full potential;
- To ensure a fair, transparent, and non-discriminatory approach towards all stakeholders, and ensure equal treatment regardless of an individual's ethnicity or race, nationality, sex, religious or other beliefs, ancestry, gender identity, sexual orientation, disability, age, family status, social background or other status;
- To protect privacy and the personal data of all members of its community;
- To listen to concerns and complaints voiced by different stakeholders and to address them collaboratively.

3. Interpersonal Responsibilities

All members of the Global Campus community engaged in activities at GCHQ are expected to behave in compliance with its core values, as specified in the present Code. This implies maintaining a respectful, inclusive and cooperative approach in interactions between members of the community. Therefore, all stakeholders are required to treat one another with respect and in a spirit of cooperation; and contribute to a work and study environment that is free from relationships that could cause real or perceived conflict of interest and/or abuse of power.

The behaviours listed below are contrary to the values of the current code and may be subject to disciplinary sanctions and/or additional safeguarding and integrity training in accordance with the GCHQ Case Management System outlined in the GC Safeguarding and Integrity System as well as with applicable provisions under Italian law, the GC Code of Ethics, the GC Whistleblowing Procedure, programme rules (e.g., EMA Rules of Assessment, Student Guide, EMA Policy on AI Use) and rules at participating universities:

- Any act of harassment, bullying, threats or intimidation (including online) and/or any act of violence, including on the basis of someone's ethnicity or race, nationality, sex, religious or other beliefs, ancestry, gender identity, sexual orientation, disability, age, family status, social background or other status;
- Physical and/or psychological violence (including online);
- Any act of discrimination on the basis of someone's ethnicity or race, nationality, sex, religious or other beliefs, ancestry, gender identity, sexual orientation, disability, age, family status, social background or other status;
- Behaviours that interfere with the professional duties or learning of others and/or the professional or educational environment or that create unsafe conditions;
- Plagiarism and other acts of academic or professional dishonesty, including inappropriate or unacknowledged use of the work of others and the inappropriate use of artificial intelligence tools in the course of professional or academic work;

- Any illegal activity.

All stakeholders employed by the GCHQ or involved in its didactic activities are strongly advised against and discouraged from engaging in intimate relationships (especially of a sexual nature) with students.

However, recognising that intimate relationships may exist, have existed or develop between stakeholders and students, the member of staff or faculty concerned must declare the relationship to the director of the relevant educational programme so as to enable removal of the member of staff or faculty from any continued involvement in the student's programme participation. Declarations are required:

- To help avoid behaviour that may constitute or be construed as harassment, bias or abuse of power;
- To protect individuals and the GC from accusations of bias, preferential or unfair treatment where such a relationship exists, has existed or may develop.

Failure to declare the relationship may result in disciplinary proceedings. Any biased, unfair or favourable treatment toward a student in relation to assessment, recruitment or other processes due to an intimate relationship will lead to disciplinary action against the involved staff or faculty member.

Intimate relationships may also exist between staff members and can lead to a conflict of interest and/or a risk of or a perceived abuse of power, especially where one party is more senior than the other. Intimate relationships between staff members must be declared when one party has line management or supervisory responsibility over the other and/or where one party could be involved in decisions concerning recruitment, selection, performance evaluation, progression and other decisions that may lead to material advantage or disadvantage to the other party. Any such involvement, upon declaration, must be precluded. Declarations are required

- To help avoid behaviour that may constitute or be construed as harassment, bias or abuse of power;
- To protect individuals and the GC from accusations of bias, preferential or unfair treatment or abuse of power.

It is the responsibility of the parties involved to declare the relationship to the GC Administrative and Human Resources Director. Failure to declare such relationships may result in disciplinary proceedings.

4. Responsibilities to the Global Campus

All stakeholders are expected to contribute to the good social standing and reputation of the Global Campus by acting in ways that honour and appropriately represent the organisation within and outside its institutional premises, whenever acting as a representative of the Global Campus.

In this regard, stakeholders and members of the GC community are committed to:

- Professional honesty and rigorous abstention from any acts that may jeopardise the good reputation of the Global Campus of Human Rights;
- Respect the GC premises by abstaining from any behaviour that could damage or degrade the common areas, GCHQ property and resources, or threaten the historic nature of the premises, and refrain from misappropriating items of public property;
- Contribute to maintaining a high standard of cleanliness by keeping study and workspaces tidy and in good order and by respecting the sorted waste-collection system;

- Commit to the proper use of IT equipment and software;
- Adhere to common standards of respectful mutual interaction and to the values outlined in this Code and the GC Code of Ethics.

Furthermore, the Global Campus requires careful compliance with policies and regulations relating to environmental protection and the sustainable use of natural resources and, in particular, with the GC Environmental Policy.

5. Code Violations and Allegations of Misconduct

Any breach of this Code is to be considered unacceptable and may be subject to disciplinary sanctions and/or additional safeguarding and integrity training in accordance with the GCHQ Case Management System outlined in the GC Safeguarding and Integrity System as well as with applicable provisions under Italian law, the GC Code of Ethics, the GC Whistleblowing Procedure, programme rules (e.g., EMA Rules of Assessment, Student Guide, EMA Policy on AI Use) and rules at participating universities.

The Code provides for the right to report alleged violations of this Code of Conduct. The Code provides for the right to preserve the anonymity of the person who alleges a violation and also respects the right of the subject of the given allegation to defend themselves. To this end, all reports of alleged violations of the Code will be treated according to the 'need to know' principle (which restricts access to sensitive information to those whose duties require such access).

In addition, allegations of misconduct can be made with reference to the GC Code of Ethics by the submission of a report through the Whistleblowing mechanism. Such reports will be received and reviewed by the Surveillance Body appointed by the GC in the framework of the Italian Legislative Decree no. 231/2001 (Law 231), who acts as the independent Whistleblowing Officer.